



## **IMPORTANT NOTICE**

### **CHANGE IN ELIGIBILITY FOR GROUP HEALTH BENEFITS**

**TO:** MARICOPA COUNTY EMPLOYEES

**FROM:** MARICOPA COUNTY EMPLOYEE BENEFITS DIVISION

In response to the October 17, 2014 U.S. District Court ruling, same-sex marriage is now legal in Arizona, and same-sex couples legally married in other states are now recognized as legal spouses under Arizona law.

The eligibility rules for coverage under the Maricopa County Benefits Plan have been updated to allow employees to add their same-sex spouse and eligible dependents to coverage, provided all other eligibility requirements are met. The Definition of *'Eligible Dependent'* has been updated to read, in part, as follows:

***Under the Maricopa County Benefits Plan, a Dependent eligible for coverage through the applicable County health and welfare plans and dependent life and family accidental death and dismemberment insurance is an Employee's legal spouse and an Employee's dependent child(ren) and young adult(s) up to age 26 (regardless of marital, student, residency or tax dependency status). Child/young adult includes the Employee's natural child, stepchild, legally adopted child, child placed with the Employee by court order for adoption or child for whom the Employee has been awarded legal guardianship.***

Employees wishing to add their same-sex spouse and eligible dependents to benefits coverage should contact the Maricopa County Employee Benefits Division at (602) 506-1010 for assistance with the enrollment process. The ADP Benefit Enrollment System cannot be used at this time. As is the case with other Qualifying Life Events, there are deadlines for recording a Family Status Change including one related to a same-sex marriage.

- Employees married to a same-sex spouse on or prior to October 17, 2014 have until **December 04, 2014** to add their spouse and eligible dependents to coverage. Coverage will be effective as of the date your enrollment request is received by the Maricopa County Employee Benefits Division, and the applicable benefits premiums will apply.
- Employees married to a same-sex spouse after October 17, 2014, have until **the latter of December 04, 2014 or 30 calendar days from the date of marriage** to add their spouse and eligible dependents to coverage. Coverage will be effective as of the date your enrollment request is received by the Maricopa County Employee Benefits Division, and the applicable benefits premiums will apply.

Enrollment requests submitted after the deadlines specified above will not be processed, and employees will be required to wait until the next annual Open Enrollment period to add eligible dependents to coverage.

For assistance with benefits-related questions, contact the Maricopa County Employee Benefits Division at (602) 506-1010.